Cabinet 4/16/2026
Board 5/12/2026

MEMORANDUM OF UNDERSTANDING
Between
EDMONDS SCHOOL DISTRICT
and the
CABINET
2026-2027

The Edmonds School District has adopted the health reimbursement arrangement (HRA) plan offered and administered by the Voluntary Employees' Benefit Association (VEBA) Trust for Public Employees in the State of Washington (collectively the "Plans"): the **Standard HRA Plan**, which shall be integrated with the Employer's or another qualified group health plan and to which eligible employees in the Cabinet group who are enrolled in or covered by such qualified group health plan; and the **Post-separation HRA Plan** which includes eligible employees who are not enrolled in or covered by the Employer's or other qualified group health plan and which shall provide benefits only after a participant separates from service or retires.

The District agrees to create a VEBA account for each eligible member of the Cabinet group for the purpose of allowing employee only contributions to a VEBA account. The eligible employee agrees to contribute $250.00 per month through payroll deduction.

The term of this agreement shall be effective July 1, 2026 (or the date of signature if signed after July 1, 2026) through June 30, 2027.

_____ _____

Signed for the Cabinet **Date**

_____ _____

Signed for the Edmonds School District **Date**